

September 16, 2019 7:00 pm

JONES COUNTY BOARD OF COMMISSIONERS

REGULAR MEETING

JONES COUNTY AGRICULTURAL BUILDING, 110 MARKET STREET

TRENTON, NC 28585

MINUTES

COMMISSIONERS PRESENT:

Mike Haddock, Chairman
Frank Emory, Vice-Chairman
Sondra Ipock-Riggs, Commissioner
James Harper, Commissioner
April Aycock, Commissioner
Charlie Dunn, Jr., Commissioner
Charlie Gray, Commissioner

OFFICIALS PRESENT:

Franky J. Howard, County Manager
Brenda Reece, Finance Officer
Angelica Hall, Clerk
Dave Baxter, County Attorney
Timmy Pike, EM Director
Ryan Mills, EM Coordinator

COMMISSIONERS ABSENT:

The Chairperson called the meeting to order and Commissioner Charlie Dunn Jr. gave the invocation. **MOTION** was made by Commissioner James Harper, seconded by Commissioner Frank Emory and unanimously carried **THAT** the agenda be **APPROVED** as presented.

MOTION made by Commissioner Sondra Ipock- Riggs seconded by Commissioner James Harper, and unanimously carried **THAT** the minutes for the Regular Meeting on August 19, 2019 and Work Session Minutes on August 26, 2019 be **APPROVED** as presented.

PUBLIC COMMENT PERIOD:

Mr. Charlie Archinal, Forest Glenn Road, Pollocksville, came before the Board again requesting assistance with the relocation of the waterline that the County installed under Forest Glenn Lane. Mr. Archinal stated that due to the cost savings measures of the County when the waterline was installed it has made it impossible for them to maintain their private road. Mr. Archinal is requesting the County tell the residents what they can do to address and assist with the situation before something happens.

1. HURRICANE DORIAN REPORT

Mr. Timmy Pike, Emergency Services Director, provided the Board an update on Hurricane Dorian after the storm. Mr. Pike stated that everyone came together and the plan worked. There were 4 buses that went throughout the county to pick-up citizens and brought them to the shelter. Within two hours of being in the shelter the citizens had food. Mr. Pike stated

that the after action reports have been done along with two hot washes. As with anything there are a few things that need improving but overall, Mr. Pike was really pleased with the results and the great work that everyone did.

2. JAG GRANT FOR SHERIFF'S OFFICE

Mrs. Brenda Reece, Finance Officer, presented the Board with the JAG Grant for the Sheriff's Office. Mrs. Reece informed the Board that the Sheriff's Office applied for a JAG grant in the amount of \$49,962.00. This grant will allow the Sheriff's Office to purchase 18 updated ballistic vests. **MOTION** made by Commissioner Sondra Ipock-Riggs, seconded by Commissioner April Aycock, and unanimously carried **THAT** the JAG Grant in the amount of \$49,962.00 be **APPROVED** as presented. A copy of the grant is marked **EXHIBIT A** and is hereby incorporated and made a part of the minutes.

3. EMPLOYEE ASSISTANCE PROGRAM

Mrs. Brenda Reece, Finance Officer, presented the Board with a request to approve an Employee Assistance Program. Mrs. Reece explained that the program is a County sponsored benefit that offers the support and resources needed to address personal or work-related challenges and concerns. This program is paid for by the County and is free to the employee for either 3 or 6 visits. The cost would be \$1.53/per employee for 3 sessions or \$2.08/per employee for 6 sessions. **MOTION** made by Commissioner Sondra Ipock-Riggs, seconded by Commissioner April Aycock, and unanimously carried **THAT** the request for the Employee Assistance Program at \$2.08/per employee be **APPROVED** as presented. A copy of the EAP information is marked **EXHIBIT B** and is hereby incorporated and made a part of the minutes.

4. SCHOOL RESOURCES OFFICER CONTRACT

Mrs. Brenda Reece, Finance Officer, presented the Board with the School Resource Officer Contract for approval. Mrs. Reece explained that the Board of Education agrees to pay the County \$50,000.00/year for the services of one School Resource Officer. **MOTION** made by Commissioner Sondra Ipock-Riggs, seconded by Commissioner James Harper, and unanimously carried **THAT** the School Resources Officer Contract be **APPROVED** as presented. A copy of the Contract is marked **EXHIBIT C** and is hereby incorporated and made a part of the minutes.

5. ADM FUND SCHOOL APPLICATION FOR HIGH SCHOOL GYMNASIUM DEBT PAYMENT

Mrs. Brenda Reece, Finance Officer, presented the Board with the ADM Fund School Application for the High School Gymnasium Debt Payment. Mrs. Reece explained that this application will cover the debt payment for the High School Gymnasium. Mrs. Reece

explained that in the funding agreement with the school that the payment would come from the ADM funds until the Lottery funds were restored. **MOTION** made by Commissioner Frank Emory, seconded by Commissioner April Aycock, and unanimously carried **THAT** the ADM Fund School Application for the High School Gymnasium Debt Payment be **APPROVED** as presented. A copy of the agreement is marked **EXHIBIT D** and is hereby incorporated and made a part of the minutes.

6. WORKSHOP REQUEST FOR SEPTEMBER 30, 2019

Mr. Franky Howard, County Manager, requested a workshop for September 30, 2019 to discuss the Goldenleaf grant and Landfill/Convenience site project.

7. UPDATE ON EDC AND REC POSITIONS

Mr. Franky Howard, County Manager, informed the Board that the second interviews for the EDC position were complete and that he would be able to announce the selection at the next meeting. Mr. Howard also informed the Board that the interviews for the Recreation Coordinator position were set and there were 4 candidates to be interviewed.

8. UPDATE FROM RECREATION SMALL GROUP

Mr. Franky Howard, County Manager, informed the Board that the meeting went well and that there was good discussion. Commissioner Sondra Ipock-Riggs requested insurance be in place and fees be in place before moving forward with anything.

9. OCTOBER 29, 2019 TRAINING

Mr. Franky Howard, County Manager, reminded the Board that the UNC SOG Fiduciary Responsibilities of Local Elected Officials training is on October 29th.

10. RETREAT/MANAGER EVALUATION WORKSHOP OCTOBER 29, 2019

Mr. Franky Howard, County Manager, recommended that the Board reserve the afternoon of October 29th for a retreat/workshop on Manager Evaluations and any other topics needing to be discussed.

COUNTY MANAGER'S REPORT

- Hydrologist from NC State will be coming to study the Trent River drainage issue.
- Received documents from FEMA buyouts on 31 homes that have been approved.

COMMISSIONER'S REPORTS

Commissioner Charlie Gray commented on the Trent River issue and preventing the flooding if we can.

Commissioner James Harper stated he agreed with Commissioner Riggs relative to the paving of secondary roads. Commissioner Harper informed the Board that he spoke with the DOT in Kinston about the roads in the county and was told by 2020-2021 they would be down River Road and the Long Pointe area paving. Commissioner Harper requested the Board sit down and talk about what the vision is for the next five to ten years. Also, Commissioner Harper stated he has gone around the county and there are still people out of homes and/or needing renovation and he knows that there were funds coming to the county and a \$750,000.00 grant that was requested. Commissioner Harper is requesting the County Manager provide an update when the funds will be expected for the next workshop.

Commissioner Sondra Ipock-Riggs suggested to the Board that they start writing down things that they know because they can't remember everything. Also, reported that they were told the glass on the school would be up 9 feet and that the paper on the glass will not stop a high powered rifle and our job is to protect the children.

Commissioner Charlie Dunn Jr. requested information on when the bids are open for meals for the nutrition sites in the county.

Commissioner April Aycock requested contact with the DOT to find out what is going on with the drainage issues on Hwy 17. Also, concerned about the traffic being redirected onto Killis Murphy Road which is a worn out secondary road. Commissioner Aycock requested the Board meet with the DOT about the Hwy 70 project due to the potential negative impact to the businesses in the County. Commissioner Aycock expressed concerns about equipment that sits in the rain and weather and requested we look into getting these items covered by a shelter of some type.

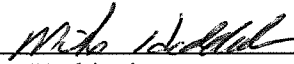
PUBLIC COMMENT

Ms. Kenyatta James, 707 8th Street, expressed her concerns to the Board about the ditches not being cleaned out and asked if there was someone that could come dig out the ditches.

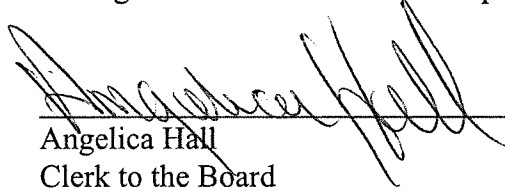
Ms. Ann Meadows stated she would like to commend Commissioner Harper for passing on more information and listening to their concerns. Ms. Meadows provided an observation that it was very rude and disrespectful for the Board to make a motion while Commissioner Riggs was still talking.

Mr. Sam Ervin requested the Board think about the issue with the bulletproof glass because if there is someone inside the school no one can shoot inside to get the individual if there is bulletproof glass.

MOTION made by Commissioner Charlie Gray, seconded by Commissioner James Harper and unanimously carried **THAT** the meeting be **ADJOURNED** at 9:00 p.m.



Mike Haddock
Chairman



Angelica Hall
Clerk to the Board



Governor's Crime Commission
1201 Front Street, Suite 200
Raleigh, NC 27609
Phone: (919) 733-4564 Fax: (919) 733-4625

EXHIBIT A

Project is under review by GCC.

Name	Role	Status
Brenda Reece	Financial Officer	✓ Reviewed
Franky Howard	Authorizing Official	✓ Reviewed
Daniel Pridgen	Project Director	✓ Reviewed

Project Information

Project ID	Project Status
PROJ013739	Under Review by GCC
Project Name	Project Director
2019 - Jones County Sheriff's Office - Zero Tolerance III	Daniel Pridgen
Financial Officer	Authorizing Official
Brenda Reece	Franky Howard
Start Date	End Date
01/01/2020	12/31/2020
Committee	Program Priority
CRIMINAL JUSTICE SYSTEMS IMPROVEMENT	2019 Equipment and Training Grants Focused on School Safety

Project Summary

The Sheriff's Office is seeking funding to further assist with essential officer safety equipment updates.

Organization

Name:	Tax ID:
County of Jones	566000312
DUNS:	SAM Expiration:
095116935	04/10/2020
Address:	City:
792 NC Hwy 58 North	Trenton
State:	Zip:
North Carolina	28585-0000
Phone:	Fax:
252-448-0035	252-448-1693
Fiscal Year End Date:	
06/30	

Implementing Agency

Name:	Jones County Sheriff's Office	# Of Sworn Officers (Law Enforcement Agencies):	18
Address:	792 NC Hwy 58 North	City:	Trenton
State:	North Carolina	Zip:	28585-0000
Phone:	(252) 448-0035	Fax:	252-448-1693

General Information

NC House Districts	NC Senate Districts
03	08
US Congressional Districts	NC Counties
01	Jones

Project Area Population	Principle Place of Performance	Zip
10,275	Trenton	28585-0000

Abstract & Narrative

Project Abstract (The Problem): Briefly describe project's purpose, identify target population, and discuss program components which address the identified problem. Include local statistics to substantiate the need.

This project will equip the Jones County Sheriffs Office with the essential officer safety equipment needed to safely combat a rapidly increasing crime rate, in our economically challenged county. Giving deputies equipment, tools and training to allow the Department to expand our knowledge and capabilities in the reduction of crimes related to gangs and narcotics. This will help improve the safety in our schools, and promote more economic development. The Sheriffs' Office also realized that in order to support our community in the prevention of crime, our agency needed to change its approach to service delivery by becoming better organized in how we responded to over 30,000 calls for service, investigated crimes, gangs, and narcotics, even when we were tasked with uneven demands. We have come to realize that the need for updated equipment and tools is much needed to protect and serve the county. The Jones County Sheriffs' Office, a law enforcement agency of 18 sworn full time deputies, serving a Rural / Farm county of approximately 10,275 citizens in a 470.1 sq. mile area. Our town citizen's average income is below \$25,000 per year, and 17% of our population is below the poverty line.

Project Narrative (Operation): Include a description of how grant funded positions are integral to the project and how contractual, travel, operating, and equipment expenses will support the project. Discuss how you will collaborate with other agencies. Focus on the project – do not give agency history, do not repeat abstract.

The Jones County Sheriff's Office would like to purchase updated ballistic vest, and provide training through the 2018 GCC Block Grant. We do what we can with what we have however, grant funding for officer safety equipment updates and training would greatly help this fight against the abuse of narcotics, gangs, and crimes that follow it.

Project Timeline of Activities

After receipt of the grant award, the Jones County Sheriff's Office will be able to purchase the much needed equipment that will assist in further investigation of crimes, allow Officers to be more organized/informed, and allow the Sheriff's Office to respond to and prevent incidents safely with essential equipment. This will assist with the arrest and prosecute/convict criminals. Which in turn will deter the criminal element from wanting to set up in our county. It will also assist in the effort to save lives, provide safer schools, and serve our county better.

Goals

Goal 1 - Update Officer safety equipment, knowledge and capabilities.

Objectives

Objective 1	Performance Measure	Evaluation Method
Update Officers Safety Equipment and	To see improvement in the capabilities	Better rate of closing out calls for

Knowledge, which can enhance the officers abilities in our schools and on the street to better serve our community.

of Deputies, and better serve the community with capabilities that were not previously available.

service without the need of outside resources.

Budget Summary

This project requires a match of 0%. This can be either cash match or in-kind match. If your have not met the required match, you can change the match contributions by clicking the link next to each budget line. Matching funds may include local, state or private funds, but not other federal funds.

Category	Year 1	Total
SUPPLIES	\$49,962.00	\$49,962.00
Total Budget	\$49,962.00	\$49,962.00
(-)Match Funds	\$0.00	\$0.00
TOTAL FEDERAL REQUEST	\$49,962.00	\$49,962.00

Describe amount & source of matching funds.

Matching funds may include local, state or private funds, but not other federal funds. N/A

Do you need to request for match waiver? If yes, state the reasons below. Else leave the field blank.

Please note: A request for match waiver does not guarantee the waiver will be granted.

Zero match grant.

Budget Details

Description	Quantity	Unit Cost	Total	Cash Match	Federal Share
POINT BLANK ACTIVE SHOOTER KIT WITH NIJ 06 LEVEL IV PLATES	18.00	\$835.00	\$15,030.00	\$0.00	\$15,030.00
BLACKHAWK! DYNAMIC ENTRY BACKPACK KIT C	18.00	\$720.00	\$12,960.00	\$0.00	\$12,960.00
NORTH AMERICAN RESCUE INDIVIDUAL KIT (CCRK)	18.00	\$169.00	\$3,042.00	\$0.00	\$3,042.00
PROTECH INTRUDER G2 20 X 34 IIIA BALLISTIC SHIELD	1.00	\$4,000.00	\$4,000.00	\$0.00	\$4,000.00
MDT	10.00	\$1,000.00	\$10,000.00	\$0.00	\$10,000.00
NIK MASTER PAC DRUG KIT	17.00	\$290.00	\$4,930.00	\$0.00	\$4,930.00

Certification

A. Certification of Non-Supplanting

The applicant hereby certifies that federal funds will not be used to supplant or replace State or local funds, but will instead be used to increase the amounts of such funds that would, in the absence of federal funds, be made available for project activities.

B. Certification of Filing an Equal Employment Opportunity Program

The project director certifies that the applicant/grantee has formulated an Equal Opportunity Program, which is dated in accordance with the Amended Equal Employment Opportunity Guidelines (28 C.F.R. 42.301, et seq.) and that it is on file in the office of:

- * The project director certifies that the Amended Equal Employment Guidelines (28 C.F.R. 42.301, et seq.) have been read and that no Equal Employment Opportunity Program is required to be filed by the implementing agency because:

Please check all the boxes that apply.

- | | |
|--|---|
| <input checked="" type="checkbox"/> Recipient has less than 50 employees | <input type="checkbox"/> Recipient is an Indian tribe |
| <input checked="" type="checkbox"/> Recipient is a non-profit organization | <input type="checkbox"/> Recipient is an educational institution |
| <input type="checkbox"/> Recipient is a medical institution | <input type="checkbox"/> Recipient is receiving an award less than \$25,000 |

C. Certification of Submission of Annual Audit:

- * The project director certifies that a copy of the annual audit will be submitted to the Office of the State Auditor and the Governor's Crime Commission, as required by General Statute 143C-6-23. NOTE: If you receive, expend, or obligate over \$500,000 in State and Federal pass-through grants funds received directly from a State agency, then you must file a "yellow book" audit, done by a CPA, with your funding agencies and with the Office of State Budget and Management.

D. Certification of Submission of Current Annual Operating Budget:

- * The project director certifies that a copy of the implementing agency's current annual operating budget will be submitted upon request.

E. Certification that Applicant is Eligible to Receive Federal Funds:

- * The project director certifies that neither the grant applicant nor any of its officers, directors or consultants are presently debarred, proposed for debarment, suspended, declared ineligible or voluntarily excluded from receiving federal funds. [If the director cannot make this certification, an explanation must be attached. If this certification cannot be provided, the applicant will not necessarily be denied participation in this program. The certification or explanation will be considered in connection with the determination by the Governor's Crime Commission as to whether or not to approve the application. However, if neither the certification nor an explanation is provided, the application will be rejected.]

F. Certification Regarding Lobbying:(for agencies receiving \$100,000 or more)

The project director certifies that (1) no federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any agreement; (2) If any non-federal funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this federal grant, the project director shall complete and submit Standard Form LLL, "Disclosure of Lobbying Activities," in accordance with its instructions

G. Drug Free Workplace Compliance: (for state agencies only)

The project director certifies that (1) a drug-free workplace awareness program was held on 2018-12-01 and/or will be held annually on 12/01 which all grant project employees are required to attend; (2) a copy of the agenda of that program, including an attendance sheet signed by all employees, will be provided to the Governor's Crime Commission; (3) a statement will be published notifying employees that any unlawful involvement with a controlled substance is prohibited in the grantees workplace and that specific actions will be taken against employees who violate this rule; (4) all employees will receive a copy of this notice; (5) all employees must agree to abide by the statement and to notify the applicant of any criminal drug statute conviction for a violation occurring in the workplace within 5 days of the conviction; (6) within 10 days of receiving such notice, the applicant will inform the Governor's Crime Commission of an employee's conviction; (7) any employee so convicted will be disciplined or required to complete a drug abuse treatment program; and (8) the applicant will make a good faith effort to maintain a drug-free workplace, in accordance with the requirements of Sections 5153 and 5154 of the Anti-Drug Abuse Act of 1988 and Sections 8103 and 8104 of Title 41 of the United States Code.

H. Certification of Compliance with General Statute 114-10.01: (for law enforcement agencies only)

The project director certifies that the implementing agency is presently in compliance and will remain in compliance with the traffic stop reporting provisions of General Statute 114-10.01 for the duration of the funded project. An agency may be in compliance with the reporting provisions of General Statute 114-10.01 where traffic stops are reported to the Division of Criminal Information, North Carolina Department of Justice, or where the agency does not meet any of the statutory criteria requiring the reporting of stops. A listing of law enforcement agencies currently required to report traffic stop information may be found at <http://www.ncdoj.gov/AgenciesRequiredList.aspx>.

I. IRS Form 990 and IRS Form 990-EZ:

The project director certifies that the most recently-filed IRS Form 990 ("Return of Organization Exempt From Income Tax") or IRS Form 990-EZ ("Short Form Return of Organization Exempt from Income Tax") for the implementing agency has been uploaded with this project application as one or more pdf (Portable Document Format) attachments.

The project director certifies that neither an IRS Form 990 nor an IRS Form 990-EZ has been uploaded with this project application for the following reason:

The implementing agency is not a nonprofit organization.

The implementing agency is a nonprofit organization that is exempt from the requirement to file an IRS Form 990 or an IRS Form 990-EZ.

The implementing agency is a nonprofit organization that is not exempt from the requirement to file an IRS Form 990 or an IRS Form 990-EZ and that has not to-date filed an IRS Form 990 or an IRS Form 990-EZ.

Attachments

File Name	Description
Sams 2019.png	Sams 2019
Equal Opportunity Policy.docx	Equal Opportunity Policy
Whistle Blower County Policy.docx	Whistle Blower Policy
Jones County Sheriff Office US DOJ Form.pdf	US DOJ Form

Jones County Government
Employee Assistance Program (EAP) Options
January 1, 2020 - December 31, 2020

	McLaughlin Young
Toll Free Number	800-633-3353
Availability	24/7
Website & App	mygroup.com & Mygroup
Eligibility	All Employees
Online Services	
Language	English & Spanish
Virtual	Included
Searchable Database	Included
Video Training	Included
Discounts	Included
Articles and Assessment	Included
Benefit	
Face to Face	Included
Counseling Sessions	Included
Number of Sessions	Up to 3 or 6
Workplace Trauma Response	Included
Formal/ Mandatory Referrals	Included
EAP Orientation for Leaders	Included*
EAP Communications	Included
Reporting	Included
Legal Services	Included
Financial Services	Included
ID Theft Recovery	Included
Substance Abuse Screening	Included
Coordination of Fitness for Duty	Included
Pricing	1/1/2020-12/31/2020
Up to 3 Sessions	\$1.53/PEPM
Total Pricing for Up to 3 Sessions	\$1.53/PEPM, Average 115 EEs, \$2,111.40/annually
Up to 6 Sessions	\$2.08/PEPM
Total Pricing for Up to 6 Sessions	\$2.08/PEPM, Average 115 EEs, \$2,870.40/annually

*Limited number of orientations provided within 90 days of implementation at no additional charge. Unlimited access available at mygroup.com

This information is for comparison purposes only, please see proposal for specific coverage/limitations. Pricing/Benefits are subject to change. Upon receiving policy, please see the insurance carrier certificate/policy for a complete list of policy provisions.



How our EAP works

When you call the EAP, you are offered a needs assessment by an experienced, licensed clinician. If it is determined that the concern can be resolved through problem-solving sessions, the clinician will assist in resolution. If it is determined that a referral is needed for ongoing support, the EAP will connect you with the most cost-effective resources for care.



How to access the EAP

Simply call 800.633.3353 or 704.529.1428

A clinician may assess your situation prior to scheduling an appointment to ensure that you are receiving the most appropriate care.



Helping you meet life's challenges



5925 Carnegie Blvd, Suite 350
Charlotte, North Carolina 28209
Direct 800.633.3353

mygroup.com





Looking for professional advice for personal, work-related, or family concerns? Free, confidential support is one of your benefits – and always there if you need it.

An EAP is a company-sponsored benefit that offers the support and resources you need to address personal or work-related challenges and concerns. Best of all, it's free for you and your household.



You are covered

McLaughlin Young offers you and your immediate household members unlimited access to:

- Free, confidential help with personal or work-related concerns
- Referrals to other sources for assistance
- 24-hour emergency coverage



EAP is confidential

Confidentiality is an essential part of the EAP. Your company will not know of your participation in the services nor have access to any information without your consent. The only exceptions are when someone's safety is in question.



Reasons to use the EAP

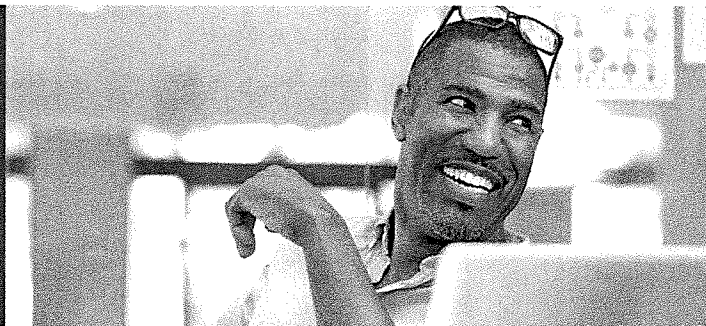
An EAP is designed to help with all kinds of life situations. Examples include, but are not limited to:

- Marital difficulties
- Family problems
- Parenting
- Stress
- Balancing work and family
- Relationship issues
- Work-related concerns
- Depression
- Alcohol and drug use/abuse
- Grief and loss
- Elder care
- Healthy living
- Crisis events
- Preventative





MYgroup
McLAUGHLIN YOUNG



Employee Assistance Program

- ➔ 30 years' experience as an independent EAP working with all industries and sizes
- ➔ 25 existing client organizations have retained us as their EAP for 20+ years
- ➔ Global provider network with 40,000 providers in over 200 countries
- ➔ Require the highest level of clinical credentials in the EAP industry
- ➔ Promote utilization through high-touch account management including unlimited promotional materials, quarterly check-ins, and participation in onsite events

Assessment and Counseling

Help is available 24/7/365 through our toll-free number. When employees and family members call the EAP, they are offered a face-to-face counseling session in which a thorough assessment can be conducted by a licensed, experienced clinician in their area.

Management Consultation

Managers and supervisors have access to unlimited telephonic consultations when sensitive workplace issues arise, freeing them to focus on their professional responsibilities while reducing your organization's liability.

Formal Management Referral

An employee with a documented decline in work performance or an on-the-job incident can be referred to the EAP as a way to motivate them to seek and accept professional assistance.

Substance Abuse Screening

Our clinicians provide identification, education, and referral for alcohol and drug abuse issues in a confidential, efficacious manner.

Coordination of Fitness for Duty

When safety is a concern, we refer an employee to a qualified professional resource to conduct a fitness for duty evaluation. We coordinate the referral and maintain communication with HR or management regarding the employee's ability to return to work.

Critical Incident Response

Our EAP staff is trained and experienced to provide an immediate response when a crisis event impacts the workplace. Our approach includes proactively educating managers, providing coaching in-the-moment, and facilitating an onsite response.

Global EAP

Throughout our trusted network of international providers and strategic partners, we offer global coverage at a local level – covering over 200 countries and territories. This means no matter where your employees work, they can receive the assistance and support they need.

“Pain in the body and, in an organization, is not always felt where it is originating. If left undiagnosed and untreated, personal and workplace issues can significantly impact other parts of an organization and, ultimately, profitability.”

R. John Young, Ph.D., Founder & Chairman, McLaughlin Young Group

Work-Life Services

Online Resources

When a personal problem arises, employees have unlimited access to a comprehensive website that includes a resource library with more than 11,000 articles. The site features searchable databases and resource links for child care providers, elder care, and related services. Financial tools include a discount shopping program. Downloadable legal forms, such as wills and power of attorney documents, are available as well.

Legal Services

Our nationwide network of attorneys provides consultation to employees and family members regarding their legal concerns, with the exception of those involving disputes or actions between an employee and their employer or the EAP or for business issues. McLaughlin Young offers both free telephonic advice and local referral services for a free half-hour consultation. In most instances, the attorneys agree to discount their hourly fees by 25% if additional assistance is required.

Financial Services

Qualified financial counselors and educators are available Monday through Friday with pre-scheduled counseling sessions available on Saturday, during the day or evening. If an appointment is desired for an hour long consultation, we will send the caller applicable worksheets and educational materials prior to the appointment as well as a summary of goals and next steps after the appointment.

ID Theft Recovery

ID theft recovery provides employees with a toll-free, telephonic, 30-minute consultation with a certified consumer credit counselor. The consumer credit counselor helps the caller assess his or her risk level and identify steps to resolve potential identity theft.

Consultation & Referral

Work-Life Services can be upgraded to include consultation and referral, which includes a work-life specialist taking further steps and providing customized, confirmed, matched referrals within 6 to 12 business hours.

Wellness Program

We have partnered with Mayo Clinic to offer wellness programs with a proactive emphasis, which ultimately results in cost savings. Products and services include wellness coaching, health assessments, online wellness resources, and a tobacco quitline.

Education and Training

EAP Core Training

McLaughlin Young offers relevant, topical overviews based on some of the most prevalent issues addressed by the EAP. Programs are one-hour in length and appropriate for a “lunch and learn” setting.

Compliance Training

Addressing workplace issues, such as harassment, diversity, and substance abuse, our compliance training programs are designed for both employees and managers.

Online Training

As part of our EAP and work-life services, McLaughlin Young offers 17 online training programs that are available 24/7 via our web site and include certificates of completion.



We help organizations build and support a culture of productivity.

We are a human capital partner who builds *trust*, reduces *stress* and manages *change* through our Employee Assistance Program (EAP) and consulting practice.

Experienced: Founded as an EAP in 1987, we require the highest level of credentials in the industry. Our providers must have State Licensure, a graduate degree, and five years of post-graduate clinical experience.

Independent: A standalone EAP, we objectively connect clients to the most clinically appropriate, cost effective resources and can coordinate care with any insurance carrier. In 2017, 75% of McLaughlin Young cases were resolved within the EAP model, incurring no additional health insurance costs for the employer or employee.

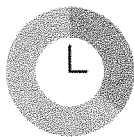
Global: We offer our services in more than 200 countries and over 140 languages through our global network of 40,000 providers.

RETURN ON INVESTMENT

We use an evidence-based tool, endorsed by Employee Assistance Professionals Association, to measure the effects of our EAP on changing employee's behavior and quantify return on investment.

ABSENTEEISM

Survey Question: Please total the number of hours your personal concern caused you to miss work.



MYgroup decreased
missed work hours by
35%

LIFE SATISFACTION

Survey Question: So far, my life seems to be going very well.



MYgroup improved
life satisfaction by
33%

PRESENTEEISM

Survey Question: My personal problems kept me from concentrating on my work.



MYgroup improved
presenteeism by
24%

WORK DISTRESS

Survey Question: I dread going to work.



MYgroup improved
work distress by
11%

WORK ENGAGEMENT

Survey Question: I am often eager to get to the work site to start my day.



MYgroup improved
work engagement by
23%
3X the industry average of 7%

PERFORMANCE ISSUE

Survey Question: Is the person still employed by your organization?



75%
of employees who
participated in our formal
management referral process
to address a performance
issue retained employment



Experience

Credentials

We require the highest level of credentials in the industry. Our providers must have State Licensure, a graduate degree, and five years of post-graduate clinical experience.

Global Provider Network

We have been building our provider network for almost 32 years. We offer services in more than 200 countries and over 140 languages through our global network of 40,000 providers.

NC EAP

As the North Carolina EAP (NC EAP) for North Carolina State Government since 2012, we maintain providers in all 100 counties within the State.

Government Experience

Our first government client was ABC Board of Mecklenburg County in 1995. They have remained an EAP client for 23 years. We partner with more than 150 government entities, including counties, municipalities, and community colleges.

Independence

Lower Health Insurance & Pharmacy Costs

In 2017, 75% of McLaughlin Young cases were resolved within the EAP model, incurring no additional health insurance costs for the client organization or the employee. 13% of clients opted to continue a professional relationship with the EAP provider beyond the session model. 5% of clients were referred to medical or in-patient treatment. 3% to external resources. Resolution within the EAP model can also help control pharmacy costs as unnecessary prescriptions can be avoided.

Connection to Resources

We know that long-term therapy is not always the most appropriate, cost-effective option for some issues. We ensure that our providers are familiar with local community resources as referral options. This is true to the EAP model and can help control insurance costs.

Provider Continuity

We offer provider continuity to employees and family members. We work with providers who partner with all major insurance carriers so if your insurance carrier changes each year, you may still be able to maintain a relationship with your provider.

Contract Flexibility

We typically require only a one-year contract with client organizations. While competitors lock clients in for at least five years, we do not. We hope you will stay with us because of our quality, high-touch services.

High-Touch Services

24/7 Clinical Care

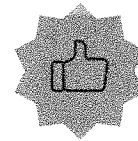
We do not use customer service representatives, but instead our experienced clinicians are available 24/7/365 through our 1-800 number, which can be critical in an emergency. Callers always hear a live voice when they call our toll-free number.

Personalized Case Management

We provide hands-on case management. While some EAPs have moved toward a model where clients search for their own providers and experience outdated provider networks with long wait times, we ensure that all clients are connected to timely, local services that meet our access standards.

SATISFACTION

Survey Question: I am very satisfied with the EAP.



92%
of employees who
used MYgroup's EAP
were very satisfied

Proactive Account Management

Account managers check-in on a quarterly basis to ensure you have everything you need. We believe in proactive, not reactive, account management to ensure that we are building trust with the HR and management team. We know you are the best advocate for promoting the EAP. Our account managers offer webinars to HR and management.

Multi-Media Promotion of Services

Why have an EAP if no one is using it? We take a multi-media approach to promoting EAP services. This includes free, unlimited distribution of standard promotional materials such as brochures, wallet cards, and posters. In addition, we push out monthly communications such as newsletters and online seminars on various work-life topics. Access to the EAP is available by phone, website, and app.

Formal Referral Process & Assigned Coordinator

We have streamlined our formal management referral process by assigning each client organization a primary contact for these cases. We have exceptional follow-up and case management, including a satisfaction survey for each manager who makes the referral.

Critical Incident Response Team

Our critical incident response is customized to meet an organization's unique needs and includes coaching leadership throughout the crisis response. We are experienced responding to incidents such as employee death, violence at the workplace, and natural disasters to name a few. We have extensive experience supporting first responders and have worked on large-scale, high-profile events.

CONTRACT AGREEMENT FOR SCHOOL RESOURCE OFFICER

This Agreement is made this 1st day of July 2019, by and between the Jones County Board of Education ("Board") and The County of Jones ("County").

WITNESSETH

WHEREAS, the Board and the County recognize the potential outstanding benefits of the School Resource Officer Program to the citizens of Jones County, North Carolina, and particularly to the students of the public school system of Jones County, North Carolina;

WHEREAS, the Board desires to have the County provide a School Resource Officer to Jones Senior High School;

WHEREAS, the County is willing to provide a School Resource Officer to Jones Senior High School;

WHEREAS, it is in the best interest of the Board, the County, and the citizens of Jones County to establish the School Resource Officer Program as hereinafter described;

NOW, THEREFORE, in consideration of the promises and covenants of the parties hereto herein contained, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Board and the Sheriff do hereby agree as follows:

Article I

A School Resource Officer Program is hereby established in the public school system of Jones County, North Carolina to establish a safe and secure environment on the campus of Jones Senior High School by preventing crime and violence. The goals of the School Resource Officer Program are to improve student learning, student attendance and the overall quality of the educational program for students and educators. Subject to Article VIII, the School Resource Officer Program shall continue indefinitely hereafter contingent upon the availability of funds for the program; however, the parties agree to revisit the terms of this Agreement annually.

**Article II
Duties of the Sheriff**

The County shall provide a School Resource Officer (hereinafter referred to as "SRO" as follows):

1. The Sheriff shall assign a regularly employed Deputy Sheriff to Jones Senior High School. The Sheriff shall take the lead in the hiring process, with the Superintendent of Jones County Schools and principal of Jones Senior High School serving as a member of the interview team. The Board prefers an SRO that has experience working with youth who has an even temperament and can set a good example for students.
2. The Sheriff shall designate a regularly employed Deputy Sheriff to supervise the SRO Program and to coordinate the functions of the SRO Program with the Jones County School Superintendent or designee.

3. The Sheriff shall provide the SRO with the same type benefits, equipment, supplies, and training as that provided regularly employed Deputy Sheriffs.
4. The SRO shall be required to maintain minimum in-service training and certification requirements as would normally apply to all other certified officers in the Department and shall receive specific training in serving as an SRO.

Article III Duties of the SRO

1. The SRO shall wear the Deputy Sheriff uniform issued by the Sheriff's Department and shall be neat and well groomed, and shall maintain high visibility at all times, especially in areas of student gatherings and where incidents of crime or violence are most likely to occur.
2. The SRO shall take appropriate enforcement action on criminal matters as necessary. The SRO shall, whenever practical, advise the principal before requesting additional enforcement assistance on campus and inform the principal of any additional law enforcement responsibilities that may need to be undertaken. The SRO shall notify the principal and the Sheriff as soon as possible, if an investigation produced evidence of danger for any individual associated with the Jones County Schools or if there is a potential for violence at any of the schools.
3. The SRO shall refrain from being involved in the enforcement of disciplinary rules that do not constitute violations of the law, except to support staff in maintaining a safe school environment. The SRO shall assist with duties regularly assigned to school personnel such as lunchroom or hall duty when the SRO and principal have determined it is necessary to maintain a safe school environment. Nothing herein is intended to preclude the SRO from being available in areas where interaction with students is expected.
4. The SRO shall abide by all applicable legal requirements concerning interviews or searches should it become necessary to conduct formal law enforcement interviews or searches with students or staff on property or at school functions under the jurisdiction of the Board. The SRO will not be involved in searches conducted by school personnel unless there is reasonable suspicion that a criminal act is involved or unless school personnel require the assistance of the SRO because of exigent circumstances, such as the need for safety or to prevent flight. Formal investigations and arrests by law enforcement officials will be conducted in accordance with applicable legal requirements.
5. The SRO shall comply with all laws, regulations, and school board policies applicable to employees of Jones County, including but not limited to laws, regulations and policies regarding access to confidential student records, provided that SROs shall under no circumstances be required or expected to act in a manner inconsistent with their duties as law enforcement officers. The use of confidential school records by the SRO shall be done only with the principal's approval and as allowed under the Family Educational Rights and Privacy Act.
6. The SRO shall remain on the school grounds during normal school hours. There may be occasions in which the SRO is called to assist at other schools within Jones County. The SRO is expected to leave the campus to assist in an extreme emergency (as directed only by the Sheriff himself), to attend required agency functions, to perform routine maintenance on equipment, to meet with parents about student issues related to the SRO Program and to assist with difficult student transports. The principal or an administrator should be informed of any planned or unplanned SRO absence from the campus.
7. The SRO shall be a positive role model at all times and in all facets of the job; seek to establish a rapport with staff, faculty, students, and others associated with the school; and encourage students

in developing positive attitudes towards the school, education, and positive living in general. The SRO shall hold conferences and interviews with students, parents, and staff and faculty members, in order to assist them with problems of law enforcement and crime prevention. Confidential information will be protected to the fullest extent of the law, unless the individual being conferenced or interviewed permits otherwise.

8. The SRO shall develop expertise in presenting various subjects, particularly in meeting federal and state mandates in drug abuse prevention education, and provide these presentations at the request of the school personnel in accordance with the established curriculum.
9. The SRO shall attend meetings of parent and faculty groups to solicit their support and understanding of the school resource program and to promote awareness of law enforcement functions.
10. The SRO shall be familiar with all community agencies which offer assistance to youths and their families such as mental health clinics, drug treatment centers, etc., and make referrals when appropriate.
11. The SRO shall confer with the principal to develop plans and strategies to prevent and/or minimize dangerous situations on or near the campus or involving students at school-related activities. The principal will contact any other school system personnel who should be involved in discussions.
12. The SRO shall, whenever possible, participate in or attend school functions, in order to assure the peaceful operation of school-related programs.
13. The SRO shall evaluate traffic flow at the school to determine what level of control is needed and, in the absence of appropriate school personnel, arrange for traffic control during specified times.
14. The SRO shall coordinate with the principal and be responsible for law enforcement and security activity at extra-curricular events, including but not limited to all varsity sports events.
15. The SRO shall not discuss matters of school concern with anyone other than the Jones Senior High principal, the Jones County School Superintendent, or the Sheriff of Jones County, unless otherwise authorized by the Sheriff or Superintendent.

Article IV Duties of the Board

The Board agrees to provide to the full-time SRO of Jones Senior High School:

1. Access to suitable accommodations at the school.
2. A radio for use on campus.
3. Keys to the assigned school.

Article V Financing the School Resource Office Program

For a twelve (12) month period beginning July 1, 2019, the Board agrees to pay the Sheriff's Office the sum of **Fifty Thousand Dollars (\$50,000.00)**, said sum representing the actual, direct, and related costs of implementing this program (ie, salary, benefits, training, uniforms, vehicle fuel costs, vehicle maintenance, and any and all other equipment and duty gear). As consideration for the aforementioned compensation, the SRO will provide the services discussed in this Agreement for forty- (40) hours each week, the schedule of such hours, which may include the coverage of sporting events at the school in the evening, to be determined by the principal. Consistent with the Fair Labor Standard Act (FLSA), the SRO will be awarded compensatory time at a rate of one and a half hours for each hour worked in excess of forty

(40) hours in any given week. When possible, compensatory time should be used any time school is not in session and/or when students are not on campus. Continuation of the program shall be contingent upon available funding.

The Sheriff's Department shall not utilize the SRO during the designated workday and term of this agreement for duties other than set forth herein, except in rare and serious emergencies as declared by the Sheriff himself. Upon notification from the Board, the Sheriff's Department may also utilize the SRO when his services are not otherwise required. The Board agrees that it will notify the Sheriff's Department during the summer months (and on school holidays) if and when the SRO is not needed at the schools.

Article VI Employment Status of School Resource Officer

The SRO shall remain an employee of the Jones County Sheriff's Office, and shall not be an employee of the Board. The Sheriff makes selection of personnel for assignment to the SRO Program. The Sheriff may dismiss or reassign the SRO based upon the Sheriff's Rules, Regulations, and/or General Orders and when it is in the best interest of the people of Jones County.

In the event the principal (or acting principal) of Jones Senior High School feels that the SRO is not effectively performing his or her duties or responsibilities, the principal shall recommend to the Superintendent that the SRO be removed from the program and shall state the reasons in writing. Within ten (10) days after receiving the recommendation from the principal, the Superintendent or his/her designee, if s/he agrees, shall advise the Sheriff or his/her designee of the request. Immediately upon receipt of the Superintendent and principal's request, the Sheriff shall ensure that the SRO shall be removed from the program at the school and a replacement shall be obtained.

In the event of the resignation, dismissal, or reassignment of the SRO, the Sheriff shall provide a replacement for the SRO within a reasonable period of time, not to exceed sixty (60) days. During such interim period, the Sheriff shall assign an alternate Deputy Sheriff to carry out the duties of the SRO until a replacement can be secured.

Article VII Scope of SRO Duties

The SRO is, first, a law enforcement officer whose primary duty is enforcement of the law. The SRO shall also be subject to the general supervision of the principal or principal's designee of the school(s) to which they are assigned, as well as to the superintendent or superintendent's designee, provided that they shall under no circumstances be required to act in a manner inconsistent with their duties as a law enforcement officer.

Article VIII Termination of Agreement

This Agreement may be terminated by either party, with or without cause, upon twenty (20) days written notice to the other party. Termination of this Agreement may only be accomplished as provided herein. In the event the Agreement is terminated, compensation will be made to the Sheriff for all

services performed to the date of termination. The Board shall be entitled to a pro-rated refund for that period of time when SRO services are not provided because of the termination of the Agreement. In the event the Agreement is terminated, title to and possession of the 2005 Ford Taurus and the Smith & Wesson handgun (insert serial numbers), which are referenced in the RESOLUTION AUTHORIZING SALE OF PERSONAL PROPERTY executed on June 1, 2009 and incorporated herein by reference, shall be returned/transferred to the Board, and, in that event, the Board agrees to reimburse the Sheriff for the \$800.00 purchase price.

Article IX Notice

Any notice, consent or other communication in connection with this Agreement shall be in writing and may be delivered in person, by mail or by facsimile transmission (provided sender confirms notice by written copy). If hand-delivered, the notice shall be effective upon delivery. If by facsimile copy, the notice shall be effective when sent. If served by mail, the notice shall be effective three (3) business days after being deposited in the United States Postal Service by certified mail, return receipt requested, addressed appropriately to the intended recipient as follows:

BOARD
Michael Bracy, Superintendent
Jones County Public School System
320 West Jones Street
Trenton, NC 28585

County
Brenda Reece, Finance Officer
County of Jones
418 Hwy 58 North Unit A
Trenton, NC 28585

Article X Miscellaneous Provisions

1. It is agreed by the parties that all obligations under this agreement shall terminate if funds for continuation are not appropriated.
2. The Sheriff and the Board shall be independent contractors, and nothing herein shall be construed as creating a partnership or joint venture; nor shall any employee of either party be construed as employees, agents, or principals of the other party hereto.
3. This Agreement shall be governed by the laws of the State of North Carolina. The venue for initiation of any such action shall be Jones County, North Carolina.
4. This Agreement may be modified or amended by mutual consent of both parties as long as the amendment is executed in the same fashion as this agreement.
5. This Agreement constitutes the entire agreement between the parties and supersedes all prior agreements and understandings, whether written or oral, relating to the subject matter of this Agreement.

6. In the event that any provision of this Agreement shall be invalid, illegal or otherwise unenforceable, the validity, legality and enforceability of the remaining provisions shall in no way be affected or impaired thereby.

IN WITNESS THEREOF, the parties hereby execute this Agreement, this 1st day of July 2019.

Jones County Board of Education

County of Jones

Billy Griffin, Board Chair

Mike Haddock, Chairperson

Date: _____

Date: _____

This instrument has been preaudited in the manner required by the School Budget and Fiscal Control Act.

Leslie Rouse, Finance Officer Date

This instrument has been preaudited in the manner required by the Local Government Budget and Fiscal Control Act.

Brenda Reece, Finance Officer Date

EXHIBIT D

**APPLICATION
PUBLIC SCHOOL BUILDING CAPITAL FUND
ADM (Corporate Tax) Fund**

Approved: _____
Date: _____

County: Jones Contact Person: Dr. Michael Bracy
Address: 320 W. Jones St, Trenton, NC 28585 Title: Superintendent
School Admin. Unit: Jones County Public School Phone: (252) 448-2531 x2222
Project Title: Jones Senior High Gymnasium
Location: Jones Senior High School, 1490 Hwy 58 South, Trenton, NC 28585
Type of Facility: Gymnasium

G.S. 115C-546.2(b) "Counties shall use monies in the Fund for capital outlay projects including the planning, construction, reconstruction, enlargement, improvement, repair, or renovation of public school buildings and for the purchase of land for public school buildings; for equipment to implement a local school technology plan that is approved pursuant to G.S. 115C-102.6C; or for both. Monies used to implement a local school technology plan shall be transferred to the State School Technology Fund and allocated by that Fund to the local school administrative unit for equipment. As used in this section, 'public school buildings' only includes facilities for individual schools that are used for instructional and related purposes and does not include centralized administration, maintenance, or other facilities." **Applications must be submitted no later than one year after the final payment to the Contractor or Vendor.**

Short Description of Construction Project: High School Gymnasium

Estimated Costs:	State	Local	Total
Purchase of Land	\$ _____	\$ _____	\$ 0.00
Planning	\$ _____	\$ _____	\$ 0.00
Construction	\$ _____	\$ _____	\$ 0.00
Renovation	\$ _____	\$ _____	\$ 0.00
Enlargement	\$ _____	\$ _____	\$ 0.00
Repair	\$ _____	\$ _____	\$ 0.00
School Technology	\$ _____	\$ N/A	\$ 0
Debt Service/Bond Payment	\$ 168,666.67	\$ 56,222.23	\$ 0.00
Total	\$ 0.00	\$ 0.00	\$ 0.00

Bid Dates/Vendors: _____
Contracts signed/Dates: _____
Estimated date of beginning of construction: _____
Estimated date of completion: _____

Match: The matching funds of one dollar of local funds for every three dollars of state funds are from

(source): Jones County Sales Tax

\$ 56,222.23 of the matching funds have been expended for/date/description: _____
Debt Service Payment for the new school

Reporting requirements: We, the undersigned, agree to submit a report of state/local amounts expended for this project within 60 days after completion of the project, or 60 days after receiving state funding, whichever is later.

The County Commissioners and the Board of Education do hereby jointly request approval of the above project and request release of \$ 168,666.67 from the Public School Building Capital Fund. We certify that the project herein described is within the parameters of 115C-546.2(b) and that all of the required local funding is available and designated as match for this project.

(Signature - Chair, County Commissioners) _____ (Date) _____

(Signature - Chair, Board of Education) _____ (Date) _____